

# Scotty Dare

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## SUMMARY

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Proven HR Manager experienced at scaling teams and processes across enterprise, comfortable working cross-functionally.

## WORK EXPERIENCE

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### HR Manager — Roob, Hilpert and Rau (2021 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 9 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 10%.

### HR Manager — Senger LLC (2019 - 2020)

- Implemented a performance review program which improved engagement scores by 13 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 10%.
- Led recruitment for 130 roles across EMEA/US, reducing time-to-hire by 18%.
- Managed complex employee relations issues and maintained compliance with local employment law.

## TECHNICAL SKILLS

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### Talent

Employer Branding • Recruitment • Onboarding

### Operations

Benefits Administration • HRIS (Workday/BambooHR) • Payroll Coordination

### People Practices

L&D • Performance Management • Succession Planning • Employee Relations

### Compliance

Diversity & Inclusion • Employment Law

## ACADEMIC BACKGROUND

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MSc Human Resource Management, West Group University (2015)

## CERTIFICATIONS

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- CIPD Level 5/7
- PHR